



Retirement Investors' Club (RIC)

457/401a Plans

Look *forward* to retirement!

Distribution Options

Public Sector Employer Plans (non-state)

Please note: Although this summary refers to a 457 Roth option and multiple RIC providers, your specific plan may not include a Roth option and options for providers may be 1 or more. See your employer's plan details at https://das.iowa.gov/RIC/PSE/plan_details.

Distribution options differ based on your employment status and 457/401a plan rules. You are not required to take payments until age 70 ½ or retirement, whichever is later.

Your money stays invested and you continue to enjoy the RIC diversified investment options, 24/7 account services, low costs, and periodic competitive bidding of providers. RIC investments have no withdrawal restrictions or penalties.



Options at Separation from Employment

Your money stays invested until you need it. No additional contributions may be made to RIC once separated from employment. A variety of payment options are available when you separate from employment, including lump sum(s), flexible periodic payments, a lifetime annuity, a rollover, or any combination.

Special Conditions	457		401a
	Pretax	Roth	
Possible IRS 10% early withdrawal penalty before age 59 ½			x
Required Minimum Distribution (RMD) at age 70 ½	x	x	x
Qualified distribution requirement*		x	
Eligible for Service Credit Purchase	x		x

To request a distribution after separation from employment, contact your provider directly at the number shown below. Employer authorization is not required.

Horace Mann
877-602-1861

MassMutual
800-743-5274

TIAA-CREF
888-877-1446

VALIC
800-945-6763

Voya (formerly ING)
800-555-1970

Tax notice: Required minimum distributions (RMD) from RIC must begin by the later of April 1 following the year you turn age 70 ½ or retire. Failure to begin distribution on time results in a 50% IRS penalty on the required amount of distribution.

A mandatory 20% federal/5% state tax of applies to taxable distributions unless you are age 70 ½⁺ and begin RMD on time; choose a lifetime annuity; or choose a series of equal payments for 10+ years. If exempt, a 10% federal/5% state tax will be withheld unless elected otherwise.

In-Service Distribution Options

Distributions while employed are limited to the options shown below. You must meet qualifications to access the available assets. To request one of the following distributions, complete the necessary forms and forward to RIC.

Type of Distribution	Special Conditions	457		401a
		Pretax	Roth	
Unforeseeable Emergency	Strict federal guidelines apply. Once utilized, contributions must stop for 6 months.	x	x*	
Eligible Cash Out	Total 457 assets must be less than \$5,001. No contributions in previous 24 months.	x	x*	
Service Credit Purchase	A copy of your IPERS cost quote must accompany the IPERS Rollover/Transfer form.	x		
Age 70 ½	Assets available without restriction (no required distribution while working)	x	x*	x

For additional Information, visit the RIC website at <https://das.iowa.gov/RIC/PSE/distributions> or call your RIC provider.

*Qualified Roth 457 distributions are tax-free if the account has been held for 5+ years and the participant is age 59 ½, disabled, or deceased.